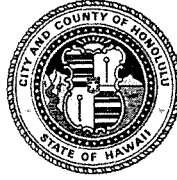


OFFICE OF THE MAYOR
CITY AND COUNTY OF HONOLULU

530 SOUTH KING STREET, ROOM 300 * HONOLULU, HAWAII 96813
PHONE: (808) 768-4141 * FAX: (808) 768-4242 * INTERNET: www.honolulu.gov



PETER B. CARLISLE
MAYOR

February 23, 2011

Mr. David Akina, Chair
and Members of the Salary Commission
City and County of Honolulu
530 South King Street
Honolulu, Hawaii 96813

Dear Chair Akina and Members:

In light of the current budget deficit and these trying economic times, we are requesting no increases to the salaries of all elected and appointed officials, excluding the Medical Examiner and Deputy Medical Examiner (to be addressed in a separate request).

Although concerns have historically been raised with regards to civil service employee salaries surpassing those of their appointed department and deputy department head positions, it should be noted that this situation is not unique to any one agency. In fact, our data has revealed that at present, 15 of the City's major departments have civil service employees whose salaries exceed that of their department and deputy department head (as illustrated in the attached chart). This rationale alone should not stand as justification for any pay increases.

This is not to say that the work of the City's directors and deputies are any less valued than their subordinates, but rather that we need our top administrators to lead by example in these challenging times and remember why we are here in the first place—to serve and advance the general welfare, health, happiness, safety and aspirations of the people of Honolulu. As the City attempts to close the budget gap through salary reductions, imposed restrictions on hiring, travel and equipment purchases, and raised fees for public services, it is imperative that we unite together and do our part to achieve financial success for the City and County of Honolulu.

In closing, I respectfully request your review and careful consideration of our recommendation of no salary increases for all elected and appointed officials.

Very truly yours,

A handwritten signature in black ink, appearing to read "Douglas S. Chin".

Douglas S. Chin
Managing Director

RECEIVED
CITY CLERK
C & C OF HONOLULU
2011 MAR -1 AM 9:58
DOUGLAS S. CHIN
MANAGING DIRECTOR
2011 FEB 24 A 10:50
CITY COUNCIL
HONOLULU, HAWAII

	Salary Rate of emps exceeding the Deputy and/or Director	% More Than The Director \$118,344	% More Than The Deputy \$112,308
Budget & Fiscal Services	\$117,756	-0.50%	4.85%
331 Employees	\$126,516	6.91%	12.65%
Customer Services	\$126,516	6.91%	12.65%
308 Employees			
Community Services	\$119,052	0.60%	6.00%
253 Employees	\$123,612	4.45%	10.07%
Design & Construction	\$112,920	-4.58%	0.54%
319 Employees	\$114,648	-3.12%	2.08%
	\$116,076	-1.92%	3.36%
	\$120,468	1.79%	7.27%
	\$121,896 (2 emps)	3.00%	8.54%
	\$126,516 (2 emps)	6.91%	12.65%
Enterprise Services	\$113,400	-4.18%	0.97%
335 Employees	\$123,612	4.45%	10.07%
Facility Maintenance	\$120,132	1.51%	6.97%
791 Employees	\$120,468	1.79%	7.27%
Human Resources	\$123,612	4.45%	n/a
95 Employees	\$126,516	6.91%	n/a
Information Technology	\$113,964	-3.70%	1.47%
153 Employees	\$126,516 (2 emps)	6.91%	12.65%
Planning & Permitting	\$123,612	4.45%	10.07%
339 Employees	\$126,516	6.91%	12.65%
Parks & Recreation	\$123,612	4.45%	10.07%
1,154 Employees			
Transportation Services	\$123,612	4.45%	10.07%
225 Employees	\$145,488	22.94%	29.54%
Environmental Services	\$112,440	-4.99%	0.12%
1,175 Employees	\$112,704	-4.77%	0.35%
	\$114,648	-3.12%	2.08%
	\$115,080	-2.76%	2.47%
	\$116,076	-1.92%	3.36%
	\$120,468	1.79%	7.27%
	\$122,268	3.32%	8.87%
	\$138,240	16.81%	23.09%
Emergency Services	\$117,756	-0.50%	4.85%
476 Employees			

	Salary Rate of emps exceeding the Deputy and/or Chief	% More Than The Chief \$136,236	% More Than The Deputy \$129,936
Honolulu Fire Department	\$144,312 (2 emps)	5.93%	11.06%
1,191 Employees			
Honolulu Police Department	\$140,196	2.91%	7.90%
2,794 Employees	\$140,436	3.08%	8.08%
	\$143,340	5.21%	10.32%
	\$144,312 (2 emps)	5.93%	11.06%